April 20, 2007

Dear Dean Lalonde,

We, the undersigned, as professors of the Faculty of Science, would like to bring to your attention our concern that "a climate of freedom, responsibility and mutual respect appropriate to the pursuit of [the] goals" of the university, as indicated in the preamble of the Collective Agreement (Article 2c), has been undermined by the continuing actions of a colleague for nearly two years. In addition, this colleague, Denis Rancourt, full professor in the Department of Physics, has been counterproductive "in promoting and enhancing the University" (Article 2c).

This colleague constantly hinders and impedes the proper democratic functioning of the Faculty, in refusing to comply with the decisions made by peer-elected committees, and in not respecting the principle of collegiality, "a fundamental element of university life" (Article 5.4.1). Furthermore, he continually harasses his colleagues with unsolicited open letters.

By constantly distorting the facts when he presents them, he is also violating the measures laid out in Article 10, which state that "In their actions affecting [...] colleagues, [...] members [...] shall observe commonly accepted norms of fairness and ethical behavior" (Article 10.3.1).

Finally, this colleague boasts publicly about being a "squatter" in the courses which are assigned to him, while knowingly turning them into courses which do not accomplish their initially intended functions. This attitude is not only derisory, it is above all unacceptable, irresponsible, and in flagrant contravention of Article 9(a) which states that "[...] academic freedom [...] does not [...] diminish the obligations of members to meet their duties and responsibilities". In addition, by acting in this manner, this colleague has no regard for the academic freedom of others, as he deliberately defies the measures adopted democratically by his peers, e.g., the contents of the curriculum. (Article 9(a))

The undersigned ask that the university administration take appropriate actions to restore serenity to the work environment in the Faculty of Science.

c.c. APUO

Name	Title	Department	Signature

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signatures